

## Emotional Intelligence View360 Questionnaire

You are rating: Sam Sample

### Frequency Scale

1	=	To an Extremely Small Extent
2	=	To a Very Small Extent
3	=	To a Small Extent
4	=	To a Moderate Extent
5	=	To a Large Extent
6	=	To a Very Large Extent
7	=	To an Extremely Large Extent
N/A	=	Not Observable or Not Applicable

No.	The Individual	Frequency Scale							N/A
		To an Extremely Small Extent			To an Extremely Large Extent				
		1	2	3	4	5	6	7	
1	Seeks and applies feedback and constructive criticism from others	1	2	3	4	5	6	7	N/A
2	Maintains optimism and makes the most out of situations whether good or bad	1	2	3	4	5	6	7	N/A
3	Handles tense situations without overreacting, becoming overly emotional or defensive	1	2	3	4	5	6	7	N/A
4	Demonstrates and practices high standards of personal and professional integrity	1	2	3	4	5	6	7	N/A
5	Makes decisions confidently and quickly when necessary	1	2	3	4	5	6	7	N/A
6	Works hard to achieve and accomplish tasks, projects, assignments and goals	1	2	3	4	5	6	7	N/A
7	Effectively initiates and cultivates strategic internal alliances with key senior managers and others within the organization	1	2	3	4	5	6	7	N/A
8	Encourages others to express contrary views, ideas and opinions	1	2	3	4	5	6	7	N/A
9	Communicates and expresses ideas in a manner that persuades and influences others	1	2	3	4	5	6	7	N/A
10	Makes it easy for others to disclose, share and openly talk about their ideas, concerns and problems	1	2	3	4	5	6	7	N/A

# Competencies Assessed in Emotional IntelligenceView360

For “leaders at all levels” including those not currently in formal leader roles.

## Self Management

### Self-Development

Manages one's own time, energy and abilities for continuous personal growth and maximum performance.

### Adaptability/Stress Tolerance

Maintains balance and performance under pressure and stress. Copes with ambiguity and change in a constructive manner.

### Self-Control

Manages and controls emotions and behavior in the face of interpersonal conflict. Demonstrates patience, rarely overreacts or loses control.

### Trustworthiness

Demonstrates and practices high standards of personal and professional integrity. Displays honesty and candor. Creates trusting relationships with others.

### Strategic Problem Solving

Analyzes a situation, identifies alternative solutions, and develops specific actions; Gathers and utilizes available information in order to understand and solve organizational issues and problems.

### Achievement Orientation

Accomplishes tasks, projects and assignments on time and with quality.

## Relationship Management

### Building Strategic Relationships

Initiates and cultivates strategic internal and external networking relationships that foster both individual and organizational goals. Builds and maintains effective and collaborative relationships with diverse internal and external stakeholders.

### Conflict Management

Negotiates and effectively resolves interpersonal differences with others.

### Leadership/Influence

Utilizes appropriate interpersonal styles and approaches in facilitating a group towards task achievement.

### Interpersonal Sensitivity/Empathy

Takes actions that demonstrate consideration for the feelings and needs of others.

### Team/Interpersonal Support

Assists, motivates, encourages and supports others who depend on each other to accomplish tasks, projects and assignments.

### Collaboration

Establishes and develops cooperative, supportive and collaborative working relationships with others.